Joule AI Readiness Checklist — Public 13 Questions

UAE · KSA · Qatar

Free public twin of Route 5. This is an evidence-only self-check for SuccessFactors and Joule AI readiness in Gulf HR estates. Score one point for each Yes answer only when you can point to evidence, not intention. Technical Pass/Fail gates G1–G9 stay in the paid review only.

How to use this checklist

For each question, tick Yes only when the evidence exists and is current; otherwise tick No. Add the Yes answers for your score band.

Questions 1–7

Question and evidence	Score
Q1 Who is the named business owner for Joule and AI in HR? Evidence: _____	[ ] Yes [ ] No
Q2 Is AI Units / Premium approval documented, including budget ownership? Evidence: _____	[ ] Yes [ ] No
Q3 Are Role-Based Permissions and SoD controls defined for AI actions? Evidence: _____	[ ] Yes [ ] No
Q4 Are high-risk HR actions subject to documented human-in-the-loop review? Evidence: _____	[ ] Yes [ ] No
Q5 Is employee notice for Joule and automated HR processing defined and usable? Evidence: _____	[ ] Yes [ ] No
Q6 Is there a shadow AI policy covering HR data, prompts, and unapproved tools? Evidence: _____	[ ] Yes [ ] No
Q7 Are audit, incident, escalation, and evidence-retention arrangements defined? Evidence: _____	[ ] Yes [ ] No

Questions 8–13

Question and evidence	Score
Q8 Is the AMS / release operating model aligned to the monthly Joule cadence? Evidence: _____	[ ] Yes [ ] No
Q9 Is there a jurisdiction-specific privacy and AI assessment for each Gulf estate? Evidence: _____	[ ] Yes [ ] No
Q10 Is the ME residency / transfer decision documented for Joule and related data flows? Evidence: _____	[ ] Yes [ ] No
Q11 Is Arabic and bilingual readiness evidenced for users, content, and support? Evidence: _____	[ ] Yes [ ] No
Q12 Is Employee Central master data fit for the intended Joule use cases? Evidence: _____	[ ] Yes [ ] No
Q13 Is the Document Grounding corpus identified, governed, and fit for purpose? Evidence: _____	[ ] Yes [ ] No

Score bands

0–5	Foundation
6–10	Typical early Gulf

11–13	Ready for broader Premium/agent discussion

Mapping note to the ME questionnaire

Q1=M1 Named AI/Joule business owner; Q2=M2 AI Units / Premium approval; Q3=M3 RBP and SoD for AI; Q4=M4 HITL high-risk HR; Q5=M5 Employee notice; Q6=M6 Shadow AI policy; Q7=M7 Audit and incident; Q8=M8 AMS/release operating model; Q9=M9 Jurisdiction privacy/AI assessment; Q10=G10 ME residency/transfer decision; Q11=M10 Arabic/bilingual readiness; Q12=M11 EC master data fitness; Q13=M15 Document Grounding corpus.

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